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1990 Personnel Division
State of Montana
1990 salary survey
report

STATE OF MONTANA
1990
SALARY SURVEY

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STATE OF MONTANA

1990

SALARY SURVEY

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I. INTRODUCTION

Every two years the State Personnel Division conducts a survey of salaries paid by Montana employers and by surrounding state governments. The purpose of the survey is to compare state employee's pay with pay provided by other employers.

The state must compete with other employers in the job market for qualified and experienced employees. In an increasingly complex environment, the quality of services provided by the state is impacted by the quality, experience and expertise of its workforce.

The survey is a snapshot of a dynamic and changing labor market. It is the information source used to determine if state compensation is competitive. The 1990 survey differs from previous surveys in that it includes benefit information and results from a more limited survey area recommended by the 1990 Committee on State Employee Compensation. This survey area is surrounding states (Idaho, Wyoming, North and South Dakota) plus the state of Washington which was considered by the Committee to be competing with Montana for employees.

II. SURVEY RESULTS

A. MONTANA'S SALARIES COMPARED TO SALARIES OF OTHER EMPLOYERS

1. Overall Comparison

Montana's overall competitive position with regard to salary is best described by a compa-ratio. This ratio compares Montana state average salaries to the average salaries of other employers for similar jobs. The overall compa-ratio for other in-state employers for 1989 is 90.7 percent. This means the state of Montana pays, on the average, 90.7 percent of what other Montana employers pay for similar jobs. Montana pays 79.4 percent of the average salaries paid by the 12 states surveyed, 82 percent of the average salaries paid by the 12 states combined with Montana employers, and 87.3 percent of the average salaries paid by the 5 states combined with Montana as recommended by the Pay Committee.

If you worked for the state of Montana and your monthly salary was \$1000 per month, you could generally expect to increase your monthly salary by \$259.45 per month if you worked for another state government in the 12-state survey, \$145.48 per month if you worked for an employer in the 5-state survey combined with Montana area and \$102.54 per month if you worked for another employer located in Montana. However, the percentage

increase you could expect would vary with your grade level as described in Section 2.

2. Comparison By Grade

Generally, the state of Montana must compete in a broader market, including surrounding states, for mobile professionals and managers and more locally, within the state, for less mobile clerical and semi-skilled employees.

Graph #1, Montana Average Salaries Compared to 12-State Survey Average Salaries, shows for each grade the relationship of average Montana State employee salaries compared to average salaries in the twelve-state market (including Montana employers). Graph #2, Montana Average Salaries Compared to 5-State Survey, shows the relationship of average Montana State salaries compared to average salaries in the 5-state market (including Montana employers). Graph #3, State of Montana Average Salaries Compared to Other Montana Employers' Average Salaries shows the comparison to other Montana employers only. All three graphs illustrate that salaries for positions below grade 12 (clerical and semi-skilled) are closer to the going rates for all market areas than positions above grade 12 (professional and/or administrative). For the combined markets, (graph #1 and #2), this is partially due to inclusion of more out-of-state jobs in the salary survey for upper grades, but as graph #3 shows upper grades are farther behind market rates in the Montana only market. This is due to salary compression.

Salary compression is a narrowing of the percentage differences between upper and lower salaries. This has resulted from flat dollar additions to the salary matrix rather than straight percentage additions which preserve the relationship between grades. Upper grades (12-22) have consequently fallen further behind market salaries for similar jobs than the lower grades that have not experienced this compression.

3. Comparison By Step

The previous graphs show where average state salaries lie in comparison to market salary rates for similar jobs in various markets. These averages, however, do not represent typical state employees' actual salaries because most employees are paid near the entry level, step 2 or toward the upper end of the pay scale at steps 12 and 13 with very few employees actually paid near the middle of the salary range. Forty-four percent (44 percent)

of state employees are paid at step two or three of the salary matrix while a smaller group of employees, seventeen percent (17 percent), are clustered at step twelve of the pay matrix.

4. Comparison by Occupation

Comparison of average state salaries and average salaries of surveyed employees by benchmark classes are presented in the attached appendix. For each job class surveyed, the appendix provides information on each the Montana State salary range and average salary compared to the average salary of other employers (compa-ratio). The compa-ratio is shown for: 1) Montana employers; 2) 12 surrounding state governments; 3) 12-state governments plus Montana; and 4) 5-state governments plus Montana.

For example, on the page illustrating grade 11 in the appendix, the average monthly salary of Engineering Tech I's employed by the state is shown as \$1382. The range of Montana salaries in this occupation and others in grade 11 is from \$1341 to \$1853 per month. The compa-ratio (actual/market) of 89.9 percent is the comparison of the state's actual average salary of \$1382 per month to the survey weighted average of \$1537 per month for other employers within Montana. For this job class, Montana State pays 89.9 percent of what other Montana employers pay. This same job is also compared to average salary offered by three other markets with a similar job. The comparison of the average salary of 12-state governments results in a compa-ratio of 63.6 percent, a comparison to the combination of 12-state governments and Montana employers results in a compa-ratio of 64 percent and a comparison to five-state governments and Montana results in a compa-ratio of 91.5 percent.

Montana state government pays significantly less for most occupations than either Montana employers or other state governments. Of those job classes with in-state matches, 61 percent have a state average salary that is less than 95 percent of the average salary paid by other employers. Of those job classes with other state government matches, 87 percent have an average salary that is less than 90 percent of the average salary paid by other state governments.

Most technical and professional occupations fall dramatically behind the 12-state market with a compa-ratio below 80 percent. The Lawyer II class, grade 15 is the occupation that is furthest behind market with a compa-ratio of 54.8 percent for combined 12-state market and 76.3 percent behind in the combined 5-state market. This occupation is closely followed by

Architect II's, Hydrologists, Right-of-Way Agent IV's and Survey Aide II's that are all 60 percent below the 12-state market.

B. CHANGES IN COMPETITIVE POSITION OVER THE LAST DECADE

The 1990 salary survey results show continued decline in Montana's ability to compete in the job market. In 1980, Montana's compensation was on average seven percent (7 percent) (compa-ratio of 93 percent) below the in-state market and approximately 11.5 percent (compa-ratio of 89.5 percent) below neighboring-states' pay.

Now Montana State average salaries lag those of in-state employers by 9.3 percent (compa-ratio of 90.7 percent). They lag those of 12 other state governments by 20.6 percent (compa-ratio of 79.4 percent). Although the job classes and employers surveyed have changed somewhat from the 1980 to 1990 surveys the two surveys are not directly comparable, the indicated decline in competitive position appears to reflect an actual decline.

C. MONTANA'S TOTAL COMPENSATION COMPARED TO SURROUNDING STATES

1. Comparison of Total Compensation Package - (Salary & Benefits)

This year's survey combines total average dollars provided for salaries and benefits by the state of Montana and compares this total compensation package to other states. This comparison is made to determine if Montana state government makes up in benefits what it lacks in salary.

The result of the survey indicates that Montana's total average benefits package (excluding workers' compensation and unemployment insurance) costs approximately \$7,414 dollars per full-time employee and is 36.56 percent of the average salary. The annual benefit contribution (\$7,414) is the second lowest of twelve states, as shown in chart #4, "Comparison of Annual Benefit and Salary Contributions." Adding benefit dollars to salary dollars does not produce a more competitive compensation package. Montana's average annual total compensation package of \$27,695 ranks above only South Dakota's (\$25,118) and is well below the average for all surveyed states. See chart #5, Comparison of Total Compensation. As discussed in the next section, however, this picture may be misleading.

2. Comparison of the Value of Health Benefits

Total employer dollars spent on salary and benefits is an easy way to compare total compensation packages. However, in the case of benefits, the amount of money spent by the employer is not a good measure of the benefits provided to the employee.

A better measure of the value of health insurance benefits is the average out-of-pocket expenses of employees for premiums, and maximum out-of-pocket expenses for deductibles and co-payments (medical expenses not covered by the plan).

Comparison of premiums (chart #6) shows that Montana State employees make no out-of-pocket contribution to premiums for employee only coverage while employees of 8 of the 12 surveyed states make some contribution. Employees of three states contribute over \$40.00 per month. For family coverage, state of Montana employees contribute less than 8 of the 12 states surveyed and continue to do so after the \$10 increment effective September 1, 1990, (after the survey), bringing the employee family contribution to \$53.00. Employee contributions required by the 8 high-contributing states range from \$79.83 to \$222.25 with most in the \$100 per month vicinity.

Comparison of benefit packages show that Montana benefits compare favorably with those of other states spending more money. This is shown by maximum annual out-of-pocket expenses that could be experienced by individuals and families through deductible and co-payment requirements. See chart #7, Comparison of Out-of-Pocket Expenses. Under the Montana State plan, an individual employee's annual out-of-pocket expenses are limited to \$650 annually and family expenses are limited to \$1450 annually. Beginning September 1, 1990, (after the survey), the maximum out-of-pocket costs increased to \$800 annually for individuals and to \$1775 annually for families.

Even with these post-survey changes, Montana's out-of-pocket maximums for individuals (\$800) will move Montana from lowest maximum out-of-pocket expenses to a tie with South Dakota for second lowest maximum. Oregon offers the lowest out-of-pocket maximum of \$700 per individual. The Montana State plan's out-of-pocket expense maximum for families was second lowest at the time of the survey and after the post-survey increase will be fourth lowest assuming other states have not increased their maximums.

3. Comparison of the Value of Retirement Benefits

A comparison of contributions by states to retirement benefits puts Montana fifth lowest with a State contribution of 6.42 percent of salary. See chart #8, Part 1, Comparison of Retirement Benefits. The states of Washington, Minnesota and South Dakota currently contribute less than Montana, while the leader, New Mexico contributes twice as much at 13.8 percent.

Retirement benefits should also be measured by the benefits received and not just by the actual cost to the employer.

As indicated in Chart 8, Part 2, Montana's pension benefit is 1.78 times the years of service times the final average salary (1.78 X yrs X FAS). The final average salary is determined to be the highest salary ever received for 36 consecutive months of service.

Comparing benefit formulas or the multiplier that determines the benefit rate of return, Montana's rate of 1.78 percent is greater than five of the twelve states, Minnesota at 1.5 percent, South Dakota at 1.25 percent, Oregon and Idaho at 1.67 percent and North Dakota at 1.65 percent. The leader is New Mexico with 2.50 percent.

Of the seven states with more favorable formulas, two (Colorado and Nevada) have no social security benefits and one (Utah) is integrated with social security. This integration results in receiving less benefit than if both plans are paid separately. Montana's pension plan is not integrated, so the result is receiving maximum benefits from each plan.

The largest determining factor for retirement benefit is the final average salary. Since Montana's salaries are lower than most states, the actual retirement benefit received by employees can be less than those states with a less favorable retirement formula and higher salaries.

Montana's and Wyoming's retirement plans are the only two plans of the states surveyed that permit early retirement at age 50. However, the State of Wyoming has a more substantial reduction. See Chart #8, Comparison of Retirement Benefits.

The Montana plan also provides a disability retirement benefit. Only two of the 12 surveyed states (Nevada and Oregon) provide a comparable disability retirement benefit. Seven of the twelve states surveyed do not offer any type of disability retirement while three states offer a limited program.

It should be noted that in exchange for the favorable benefits received, Montana State employees make the third highest percentage contribution behind only New Mexico and Colorado (a no social security state). Montana State employees' contribution is scheduled to increase to 6.7 percent by July 1, 1993, equal to New Mexico.

III. SURVEY DESIGN & METHODOLOGY

A. SURVEY QUESTIONS

Questions on employee benefits were added to the survey questionnaire to compare the state's total compensation of salary and benefits to compensation provided by other employers.

Since private sector benefit packages are not comparable to public sector benefit packages due to profit sharing options etc., a comparison of benefits was restricted to other state governments. The information provided in response to the survey was supplemented by the 1990 National State Employee Health Benefit Plan Survey, 1989 Survey of State Employee Benefit Plans by the Martin E. Segal, Co. and the 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

B. JOB CLASS SALARY SURVEY

The function of this year's survey was to provide a data base that could be relied upon by an interim committee created in the 1989 legislative session to study state employee compensation issues. The survey was designed for possible use in developing a new pay matrix and data was consequently tabulated for grades rather than Equal Employment Opportunity occupational categories as in the previous survey. Due to the changes that were made in this salary survey, comparisons to previous survey data should be made with caution.

Since there are more than 1550 different job classifications available within state employment, the survey selected "benchmark" positions that represented a mix of occupations and skills found in the state's workforce. The resulting ninety benchmark positions represented jobs in various occupational categories and grade levels. These occupations are used by the following types of employers:

Construction, Manufacturing and Mining
Utilities
Restaurants and Retail

Transportation
Wholesale trade
Service/Hotels

Banking, Finance and Real Estate
Cities and Counties
Hospitals and Health Care
Other State Governments

Education
Engineers/Architects
Retail

C. Survey Methodology

Classes surveyed included a diverse mix of occupations and skill levels that required a sampling technique called a stratified random sample. This two-step process first separated jobs that could be matched to occupations within the state and then directed those jobs to specific types of employers that would more than likely have similar jobs.

Surveys were mailed to 560 in-state companies in industries that were identified as having possible matches to state jobs. In addition to the in-state companies, surveys were also mailed to twelve other state governments located in the western geographic region of the United States. The 1990 surveyed states were North Dakota, Colorado, Arizona, Wyoming, Nevada, South Dakota, Minnesota, Oregon, Utah, Washington, Idaho and New Mexico. This differs from the 1989 survey that did not include South Dakota, Oregon and Washington.

The 1989 salary survey response rate from in-state companies consisted of a thirty percent return rate (173 companies responded to the 561 questionnaires) and a one hundred percent (12 of 12) rate of return was achieved from other state governments.

D. SALARY COMPARISONS

Comparisons between average state salaries and average survey salaries are reported as "compa-ratios." This is actual average salaries paid to state employees divided by weighted survey average salaries. The weighted survey average consists of total salaries paid for each job divided by the number of employees in that job.

The survey data results were separated into various market areas for comparisons:

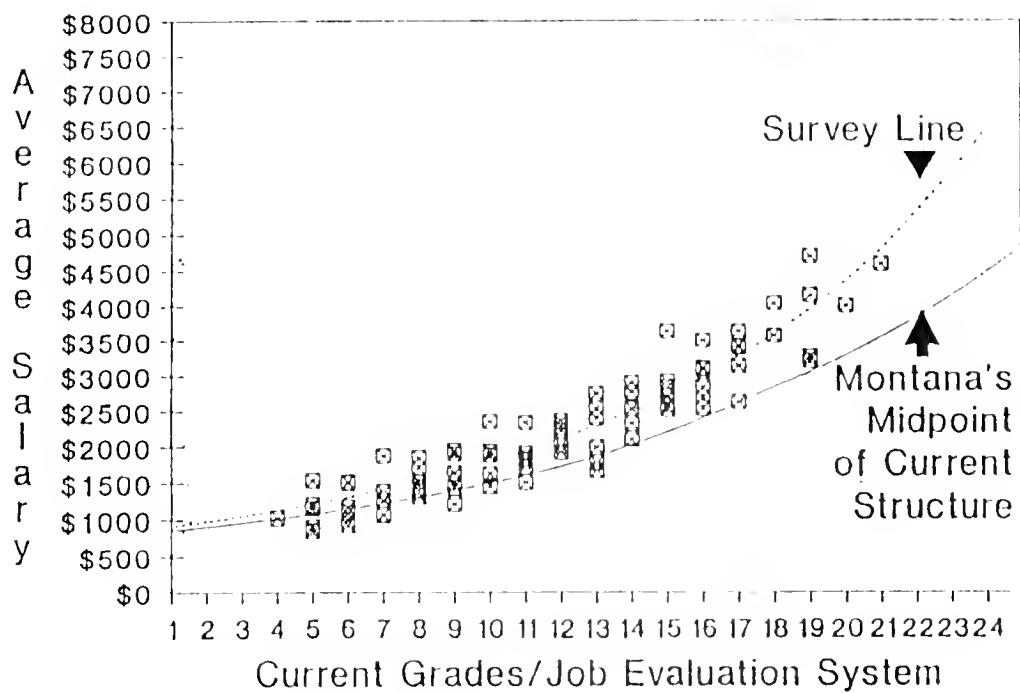
1. Employers Within Montana - This market is the smallest geographical area and considered the "local market area." It is defined as employers within the state of Montana only. This includes both private and public employers.
2. Twelve State Governments - This market includes data from all twelve state governments but NOT employers from within Montana.

3. Combined Twelve & Montana - This market includes data from all twelve state governments along with employers from within Montana. This represents the largest geographical region.
4. Combined Five & Montana - This market includes data from five states (North Dakota, South Dakota, Wyoming, Idaho and Washington) along with employers from within Montana. This is the market considered by the Committee on State Employee Compensation to be the most appropriate.

Attached in the appendix is a chart comparing each job classification to the various markets. It is important to note that only 35 job matches were achieved for both in-state and out-of-state employers so that the combined market figures for a single job class typically reflect only one market. Along with the job class compa-ratio, an average compa-ratio is provided for each grade. The combined market compa-ratios for entire grades better reflect combined markets except for grades 18 and above. For job classes at these grades, only out-of state matches are possible because there are no in-state counterparts.

GRAPH #1

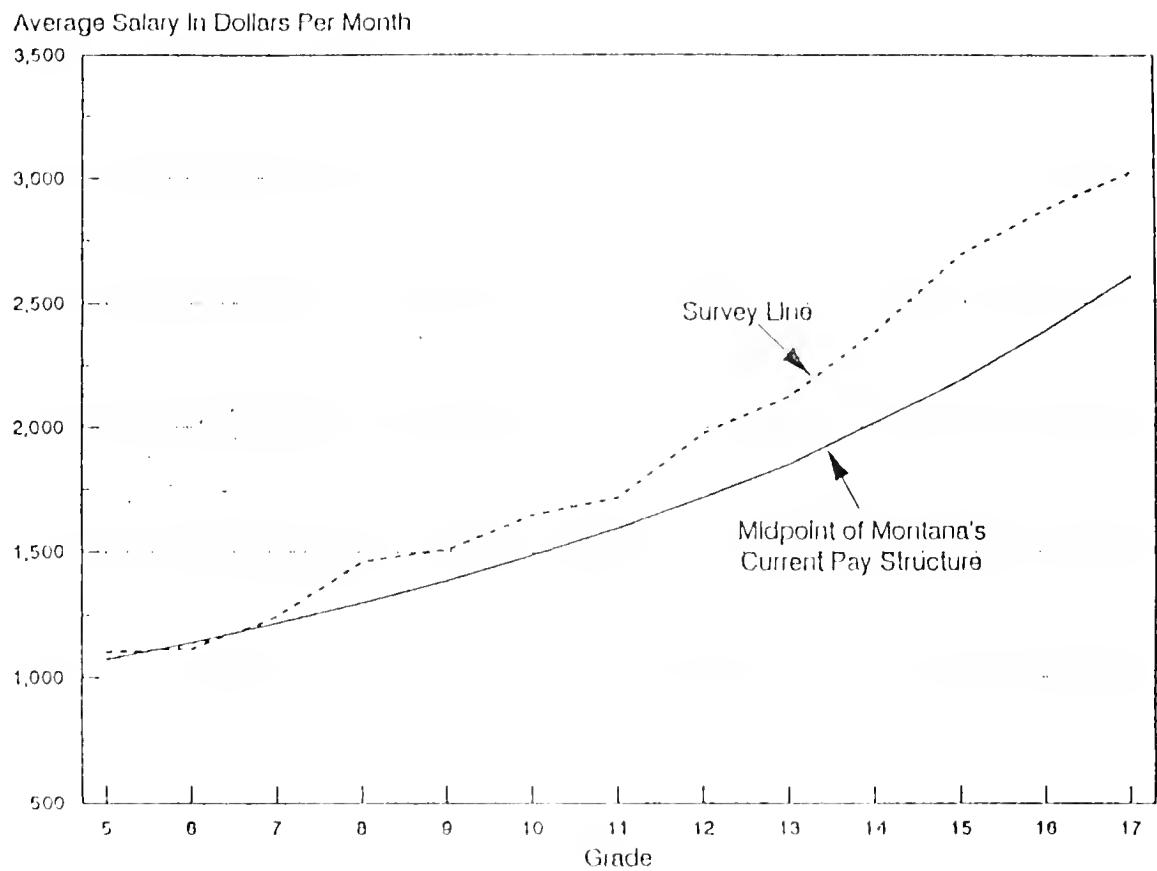
State of Montana Average Salaries Compared
To 12-State Survey Average Salaries



Source: The Waters Consulting Group, Dallas, Texas

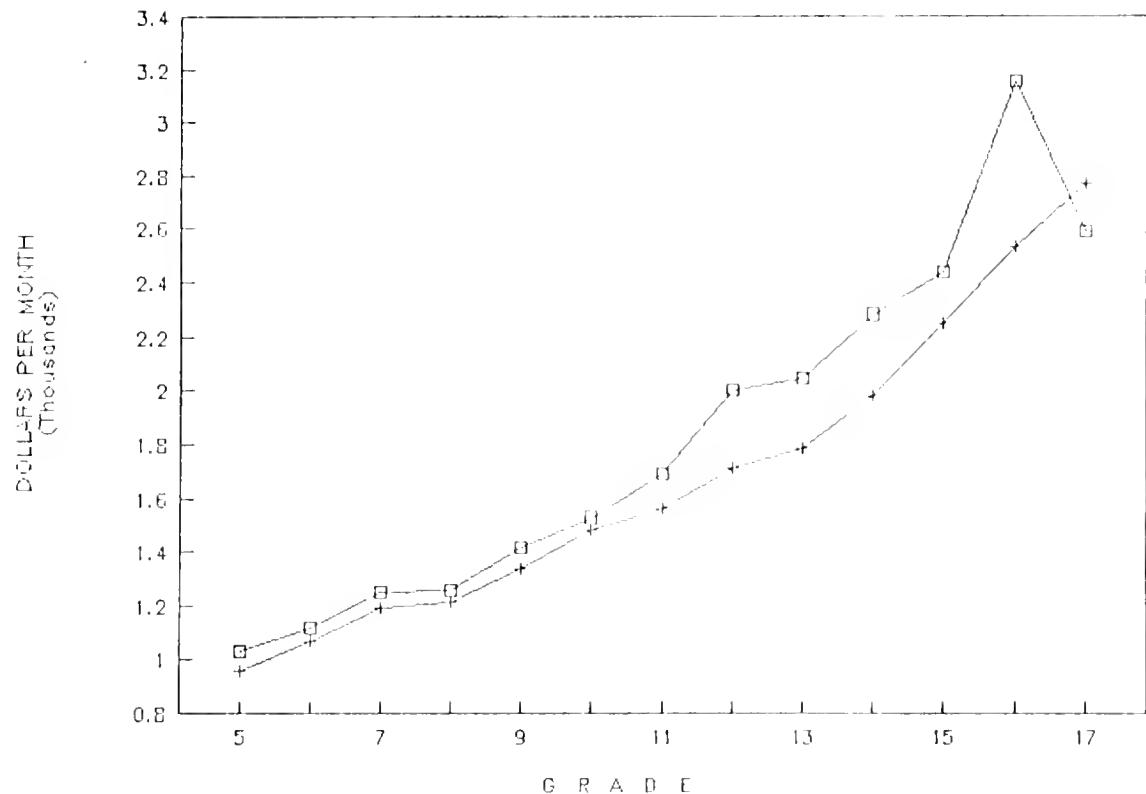
GRAPH #2

State of Montana Average Salaries Compared
To 5-State Survey Average Salaries



GRAPH #3

State of Montana Average Salaries Compared To Other Montana Employer's Average Salaries



Square = Montana Employers Average Salaries
Plus = State of Montana Average Salaries

CHART #4

COMPARISON OF ANNUAL BENEFIT AND SALARY CONTRIBUTIONS

State	Health/Dental/Life		Retirement Plan		Annual/Holiday/Sick		FICA		Total		Average Salary	Ave. Salary & Benefits
	MT	\$1,560	7.69%	\$1,301	6.42%	\$3,002	14.80%	\$1,551	6.65%	\$ 7,414	36.56%	
ND	\$2,395	12.00%	\$1,820	9.12%	\$2,840	14.23%	\$1,527	7.65%	\$ 8,582	43.00%	\$19,956	\$28,538
CO	\$ 972	3.44%	\$3,446	12.20%	\$3,658	12.95%	\$ 0	0.00%	\$ 8,076	28.59%	\$28,248	\$36,324
AZ	\$2,790	12.40%	\$ 450	2.00% *	\$3,128	13.90%	\$1,721	7.65%	\$ 8,089	35.95%	\$22,500	\$30,589
WY	\$1,338	6.00%	\$1,672	7.50%	\$3,121	14.00%	\$1,706	7.65%	\$ 7,837	35.15%	\$22,296	\$30,133
NV	\$2,050	8.19%	\$4,181	16.70%	\$3,330	13.30%	\$ 0	0.00%	\$ 9,561	38.19%	\$25,036	\$34,597
SD	\$1,033	5.46%	\$ 946	5.00%	\$2,763	14.60%	\$1,448	7.65%	\$ 6,190	32.71%	\$18,928	\$25,118
MN	\$2,966	10.60%	\$1,427	5.10%	\$4,421	15.80%	\$2,140	7.65%	\$10,954	39.15%	\$27,979	\$38,933
OR	\$3,148	13.00%	\$1,453	6.00%	\$3,390	14.00%	\$1,853	7.65%	\$ 9,844	40.65%	\$24,216	\$34,060
UT	\$2,891	12.15%	\$2,813	11.82%	\$3,664	15.40%	\$1,820	7.65%	\$11,188	47.02%	\$23,795	\$34,983
WA	\$3,093	11.70%	\$1,613	6.10%	\$3,463	13.10%	\$2,022	7.65%	\$10,191	38.55%	\$26,436	\$36,627
ID	\$1,778	7.30%	\$2,165	8.89%	\$3,386	13.90%	\$1,863	7.65%	\$ 9,192	37.74%	\$24,357	\$33,549
NM	\$2,216	10.60%	\$2,891	13.83%	\$3,052	14.60%	\$1,599	7.65%	\$ 9,758	46.68%	\$20,904	\$30,662
Average	\$2,172	9.27%	** \$1,810	7.98%	\$3,324	14.20%					\$23,456	\$30,966

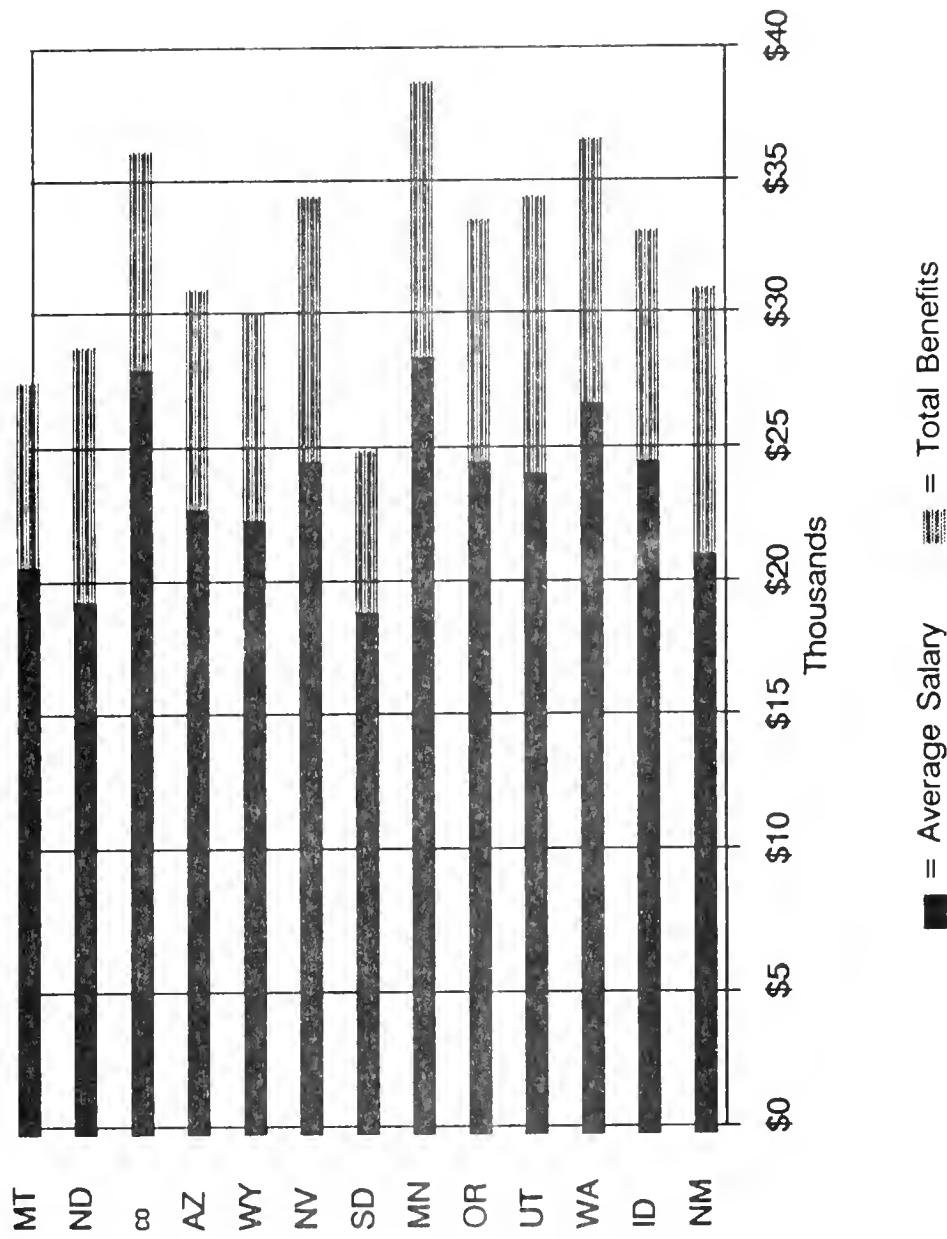
* Temporarily reduced due to over funding. Normal percent is 7%.

** Excludes CO & NV whose contribution's are unusually high because they do not contribute to Social Security.

CHART #5

COMPARISON OF TOTAL COMPENSATION

SALARY AND BENEFITS
Survey Results



■ = Average Salary = Total Benefits

State of Montana Survey, January 1990

CHART #6

COMPARISON OF PREMIUMS

STATE OF MONTANA SURVEY Survey Results January 1990

Survey Participant	Medical Plan - Largest Indemnity (Reimbursement for Services)		Employee Contribution Employee Only	Employee Contribution Employee & Family
	Employee Only	Employee & Family		
MT - 1990	\$ 99.00	\$ 112.80	\$ 0.00	\$ 43.20
MT - 1991	\$ 119.00	\$ 132.80	\$ 0.00	\$ 53.20
ND	\$ 99.82	\$ 280.39	\$ 0.00	\$ 0.00
CO	\$ 65.68	\$ 65.68	\$ 43.08	\$ 222.25
AZ	\$ 137.20	\$ 288.22	\$ 11.00	\$ 90.00
WY	\$ 100.00	\$ 100.00	\$ 18.20	\$ 179.06
NV	** \$ 168.50	\$ 168.50	\$ 0.00	\$ 120.00
SD	** \$ 79.97	\$ 79.97	\$ 0.00	\$ 171.00
MN	* ** \$ 89.94	\$ 208.61	\$ 40.60	\$ 79.83
OR	** \$ 146.62	\$ 230.14	\$ 0.00	\$ 0.00
UT	** \$ 101.00	\$ 278.06	\$ 11.22	\$ 30.89
WA	** \$ 106.72	\$ 293.98	\$ 0.00	\$ 0.00
ID	\$ 110.50	\$ 110.50	\$ 1.00	\$ 95.99
NM	\$ 80.36	\$ 214.87	\$ 43.27	\$ 115.72

* Rates vary by plan and by county. Rates listed above represent Twin Cities Indemnity Plan.

** Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal Co.

CHART #7

COMPARISON OF OUT-OF-POCKET EXPENSES

STATE OF MONTANA SURVEY
Survey Results
January 1990

Survey Participant	Annual Individual Deductible	Annual Family Deductible	Co-Insurance Each Plan Member		Family Co-Insurance Maximum		Annual Out-of-Pocket Maximum Individual		Annual Out-of-Pocket Maximum Family
			Must Pay	20%	Must Pay	500	Maximum	1,000	
MT - 1990	\$ 150	\$ 450							\$ 1,450
MT - 1991	\$ 175	\$ 525							\$ 1,775
ND	\$ 150	\$ 450		20%		\$1,000		\$ 2,000	\$ 2,450
CO	\$ 150	\$ 300		20%		\$1,000		\$ 2,000	\$ 2,300
AZ	\$ 200	\$ 400		20%		\$ 800		\$ 2,600	\$ 3,000
WY	\$ 250	\$ 500		* 25%		* \$2,500		* \$ 5,000	* \$ 5,500
NV	\$ 200	\$ 400		20%		\$7,500		** \$15,000	** \$15,000
SD	\$ 200	\$ 500		20%		\$ 600		** \$1,200	** \$1,600
* MN	* \$ 300	* \$ 600		* 30%		* \$3,000		* \$6,000	* \$6,600
OR	\$ 100	\$ 300		* 20%		* \$ 600		** \$1,200	** \$1,400
UT	\$ 0	\$ 0		30%/10% Hosp.		\$1,000		\$2,000	\$2,000
WA	\$ 100	\$ 300		* 20%		\$ 800		\$1,700	\$2,000
ID	\$ 110	\$ 330		20%		\$1,050		\$1,990	\$2,430
NM	\$ 125	\$ 375		20%		\$1,200		\$1,200	\$1,325
									\$1,575

* Applies to services outside Preferred Provider Organization network, non-member medical care.

** Out-of-pocket maximum may be higher. Co-payment required for each family member.

*** Data obtained from 1990 National State Employee Health Benefit Plan Survey conducted by the Martin E. Segal, Co.

CHART #8 - PART 1

COMPARISON OF RETIREMENT BENEFITS

STATE OF MONTANA SURVEY
Survey Results
January 1990

Survey Participant	Employer Contribution	Employee Contribution	Years of Service For Full Vesting	Early Retirement		Full-Benefit Retirement	
				Minimum Age	Years of Service	Minimum Age	Years of Service
MT	*****6.42%	****6.30%	5	50	or 25	60	or 30
ND	9.12%	**** 4.00%	5	*** 55		Age + Yrs Serv	= 90
CO	12.20%	8.00%	5	*** 60		55	and 30
AZ	* 2.00%	2.00%	5	*** None		62	and 10 and 25
WY	7.50%	3.75%	4	*** 50 **		60	
NV	19.00%	0.00%	10	*** None		55	and 30
SD	5.00%	5.00%	5	*** 55		60	and 25
MN	4.50%	4.34%	5	*** 55		62	and 30
OR	10.22%	6.00%	5/10	*** 55		55	and 30
UT	11.80%	0-6.00%	4	*** 60		65	or 30
WA	6.10%	5.00%	5	*** None		55	and 25
ID	8.90%	5.34%	5	*** None		Age + Yrs. Serv	= 90
NM	13.80%	6.70%	5	*** None		65	or 25

* Temporarily reduced due to over funding. Normal percent is 7%.

** 56% reduction in benefit.

*** Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

**** Montana Employee Contribution is scheduled to change to 6.42% on 7/1/91, 6.55% on 7/1/92, and 6.7% on 7/1/93.

***** Montana Employer Contribution is scheduled to change to 6.55% on 7/1/92 and 6.7% on 7/1/93.

CHART #8 - PART 2

COMPARISON OF RETIREMENT BENEFITS

STATE OF MONTANA SURVEY
Survey Results
January 1990

Survey Participant	MT	Pension Benefits Formula		Number of Years in FAS*	Social Security Coverage	Pension Benefit Reduced by Social Security Benefit	
		Y	N				
Disability Retirement		Y = Yes		Y = Yes		Y = No	
Ltd = Limited		Y	N	Y	Y	Y	Y
ND		1.65 x YRS x FAS	***	N	Y	***	Y
CO		2.5% x yrs <20 + 1.25% x yrs > 20 x FAS	***	N	N	***	NA
AZ		2% x YRS x FAS	***	N	Y	***	N
WY		2% x YRS x FAS	***	Ltd	Y	***	N
NV		** 2.5% x YRS x FAS	***	Y	N	***	NA
SD		1.25 x YRS x FAS	***	N	Y	***	Y
MN		1% x 10 YRS + 1.5% x YRS OVR 10 x FAS	***	N	Y	***	N
OR		1.67% x YRS x FAS	***	Y	Y	***	Y
UT		2% x YRS x FAS	***	N	Y	***	N
WA		2% x YRS x FAS	***	Ltd	Y	***	Y
ID		1.67% x YRS x FAS	***	N	Y	***	Y
NM		2.5% x YRS x FAS	***	Ltd	Y	***	N

* Final Average Salary.

* Maximum of 75% of Salary.

* Data obtained from 1989 Joint Publication of the National Association of State Retirement Administrators and National Council on Teacher Retirement.

STATE OF MONTANA
Salary Survey Results
January 1990

MONT. STATE Pay Structure	EMPLOYERS WITHIN MONTANA						TWELVE STATE GOVERNMENTS						COMBINED FIVE + MONT.						
	Participants			Comp.			Participants			Comp.			Survey Wgted.	Actual	Market	Survey Wgted.	Actual	Market	
Actual	Range	Range	# of Org.	# of Empl.	Survey Wgted.	Actual	Market	# of Org.	# of Empl.	Survey Wgted.	Actual	Market	Survey Wgted.	Actual	Market	Survey Wgted.	Actual	Market	
Average	Min	Max																	
213002	5	DATA ENTRY OPER 1	999	898	1,250	11	36	83.6%	1,196	**			83.5%	1,196*		83.5%	1,196*		
219005	5	OFFICE CLERK 11	963	898	1,250	21	106	84.0%	1,167	**			84.0%	1,167*		84.0%	1,167*		
249005	5	LIBRARY CLERK 1	947	898	1,250	8	32	108.0%	877	5	185	57.6%	1,645	61.8%	1,531	60.0%	1,579		
311001	5	FOOD SRVCS WRKR 1	955	898	1,250	43	352	106.6%	896	**			106.6%	896*		106.6%	896*		
353002	5	TOUR GUIDE 1	938	898	1,250	**			3	5	111.4%	842		111.3%	842*		111.3%	842*	
219004	4	OFFICE CLERK 1	901	845	1,178	15	63	88.8%	1,015	**			88.8%	1,015*		88.8%	1,015*		

* indicates job match in one survey area only.
*** indicates no job match.

... like sales no job match.

AVERAGE COMP-RATIOS OF JOB MATCHES FOR GRADE 5 - 4 APPROXIMATELY 203 FULL-TIME EMPLOYEES IN GRADE 5-4 (EXCLUDING UNIVERSITY SYSTEM)

87.0%
86.1%
78.8%

STATE OF MONTANA
Salary Survey Results
January 1990

Mont. State Employees Pay Structure	Employers Within Montana						Twelve State Governments						Combined Five + Mont.								
	Participants			Comp.			Survey Wgted.			Comp.			Survey Wgted.			Comp.			Survey Wgted.		
	Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Actual Market Salary	Survey Wgted.	Actual Market Salary	Survey Wgted.	# of Org.	# of Empl.	Actual Market Salary	Survey Wgted.	# of Org.	# of Empl.	Actual Market Salary	Survey Wgted.	# of Org.	# of Empl.	Actual Market Salary	
219006	6	ADMIN CLERK I	1,027	956	1,329	40	346	88.9%	1,155				88.9%	1,155*			88.9%	1,155*			
231002	6	MAIL CLERK II	1,068	956	1,329	8	12	108.7%	982				108.8%	982*			108.8%	982*			
316002	6	LAUNDRY WORKER I	1,072	956	1,329	31	143	116.2%	923				116.1%	923*			116.1%	923*			
372002	6	SECURITY GUARD I	1,039	956	1,329	**				11	894	68.7%	1,513	68.7%	1,513*		68.7%	1,513*			
382101	6	CUSTODIAN I	1,077	956	1,329	79	563	99.7%	1,081				99.7%	1,081*			99.7%	1,081*			
899016	6	LABORER II	1,073	956	1,329	8	28	72.1%	1,487				72.1%	1,487*			72.1%	1,487*			
979001	6	MICROFILM CLERK I	1,119	956	1,329	**				10	100	96.9%	1,155	96.9%	1,155*		96.9%	1,155*			

** Indicates job match in one survey area only.
** Indicates no job match.

HISTORICAL NOTES IN BRIEF.

COMPA-RATIOS FOR GRADE 6

Approximately 356 Full-Time Employees in Grade 6 (Excluding University System)
EMPLOYEES FOR GRADE 6

94.5%
85.6%
90.1%
96.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	State Gr.	Class Title	EMPLOYERS WITHIN MONTANA						TWELVE STATE GOVERNMENTS						COMBINED FIVE + MONT.					
			Pay Structure			Participants			Comp.			Survey			Comp.			Survey		
			Actual	Range	Max	# of Org.	# of Empl.	Actual Market	Wgted. Salary	# of Org.	# of Empl.	Actual Market	Wgted. Salary	Survey	Actual Market	Wgted. Salary	Survey	Actual Market	Wgted. Salary	Survey
201001	7	SECRETARY 1	1,137	1,020	1,416	50	136	89.1%	1,276	**	89.1%	1,276*	89.1%	1,276*	89.1%	1,276*	89.1%	1,276*	89.1%	1,276*
213004	7	DATA ENTRY OPER 111	1,136	1,020	1,416	15	30	87.9%	1,292	**	88.0%	1,292*	88.0%	1,292*	88.0%	1,292*	88.0%	1,292*	88.0%	1,292*
219002	7	ACCOUNTING CLERK 11	1,226	1,020	1,416	61	145	106.3%	1,259	**	97.4%	1,259*	106.3%	1,259*	97.4%	1,259*	106.3%	1,259*	106.3%	1,259*
219007	7	ADMIN CLERK 11	1,155	1,020	1,416	34	234	86.3%	1,369	**	84.4%	1,369*	84.4%	1,369*	84.4%	1,369*	84.4%	1,369*	84.4%	1,369*
315001	7	COOK 1	1,119	1,020	1,416	46	126	105.3%	1,063	**	105.3%	1,063*	105.3%	1,063*	105.3%	1,063*	105.3%	1,063*	105.3%	1,063*
354001	7	HOME ATTENDANT	1,294	1,020	1,416	**	8	747	120.9%	1,070	121.0%	1,070	121.0%	121.0%	1,070	121.0%	1,070	121.0%	121.0%	1,070
355201	7	RESIDENT CARE AIDE 1	1,126	1,020	1,416	**	9	1,446	107.4%	1,049	107.4%	1,049	107.4%	107.4%	1,049	107.4%	1,049	107.4%	107.4%	1,049
441004	7	FORESTRY WORKER 11	1,360	1,020	1,416	**	7	146	73.0%	1,864	73.0%	1,864	73.0%	81.0%	1,864	81.0%	1,864	81.0%	1,864	81.0%

* Indicates job match in one survey area only.

** Indicates no job match.

COMP. RATIOS FOR GRADE 7

Approximately 677 Full-time Employees in Grade 7 (Excluding University System)

94.0%

96.8%

94.9%

93.3%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT.					
			Actual Average	Range Min	Range Max	Pay Structure	Participants	Comp. Org.	Actual Emp.	Survey Wgted.	# of Org.	# of Org.	Actual Emp.	Survey Wgted.	Compa. Market	Actual Market	Survey Wgted.	Compa. Market	Survey Wgted.	
018010	8	SURVEY AIDE 11	1,169	1,089	1,510	**	7	499	57.8%	2,020*	57.8%	2,020*	89.1%	1,312*	89.1%	1,427*	88.3%	1,449*	87.0%	
029003	8	LABORATORY AIDE 11	1,260	1,089	1,510	**	11	79	87.0%	1,449	87.0%	1,449	71.0%	1,583*	71.0%	1,583*	71.0%	1,583*	71.0%	
199051	8	RESEARCH AIDE 11	1,129	1,089	1,510	**	6	42	71.3%	1,583	71.3%	1,583	98.0%	1,255*	98.0%	1,255*	98.0%	1,255*	98.0%	
201002	8	SECRETARY 11	1,230	1,089	1,510	67	321	98.0%	1,255	**	8	134	77.8%	1,506*	80.6%	1,506*	80.6%	1,506*	80.6%	
205006	8	EMPLOYMENT ASSIST	1,172	1,089	1,510	**	6	93.3%	1,293	10	109	77.0%	1,566	77.7%	1,552	88.5%	1,566	77.7%	1,566	
207002	8	DUPPLICATING MACHIN	1,206	1,089	1,510	6	20	92.1%	1,300	**	10	109	77.0%	1,566	77.7%	1,552	88.5%	1,566	77.7%	1,566
207007	8	WORD PROCESS OPER 111	1,197	1,089	1,510	11	51	93.2%	1,343	**	10	109	77.0%	1,566	77.7%	1,552	88.5%	1,566	77.7%	1,566
219003	8	ACCOUNTING CLERK 111	1,252	1,089	1,510	51	168	93.2%	1,343	**	8	134	77.8%	1,506*	80.6%	1,506*	80.6%	1,506*	80.6%	1,506*
219008	8	ADMIN CLERK 111	1,239	1,089	1,510	26	107	90.0%	1,376	**	10	952	75.8%	1,561	87.1%	1,561	87.1%	1,561	87.1%	1,561
355202	8	RESIDENT CARE AIDE 1	1,183	1,089	1,510	20	1,065	148.8%	795	10	8	612	58.5%	2,016*	56.5%	2,016*	56.5%	2,016*	56.5%	2,016*
359002	8	COTTAGE LIFE ATTEN	1,180	1,089	1,510	**	8	116	71.0%	1,695	71.0%	1,695	65.9%	1,837*	76.4%	1,837*	76.4%	1,837*	76.4%	1,837*
413001	8	BRAND INSPECTOR 11	1,204	1,089	1,510	**	8	279	65.9%	1,837	10	106	92.4%	1,446*	92.4%	1,446*	92.4%	1,446*	92.4%	1,446*
431003	8	FISH HATCHERY WRK	1,211	1,089	1,510	**	10	279	65.9%	1,837	10	106	92.4%	1,446*	92.4%	1,446*	92.4%	1,446*	92.4%	1,446*
899001	8	MAINTENANCE WRKR 1	1,336	1,089	1,510	46	106	92.4%	1,446*	**	10	279	65.9%	1,837	10	106	92.4%	1,446*	92.4%	1,446*

* Indicates job match in one survey area only.
 ** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 8
 Approximately 1,240 Full-Time Employees in Grade 8 (Excluding University System)

70.3%

78.1%

83.8%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				
			Actual	Range Min	Range Max	Pay Structure	Participants	Comp.	Survey Wgted.	Survey Wgted.	Participants	Comp.	Survey Wgted.	Survey Wgted.	Compa Actual	Compa Actual	Survey Wgted.	Survey Wgted.	
								Org.	Empl.	Market Salary		Org.	Empl.	Market Salary	Org.	Empl.	Market Salary	Market Salary	
017006	9	DRAFTER II	1,287	1,165	1,614		18	21	78.5%	1,638	7	91	85.1%	1,512	85.1%	1,536	85.1%		
020013	9	STATISTICAL TECH I	1,332	1,165	1,614		**				7	101	86.0%	1,548	86.0%	1,548*	84.8%	1,571*	
079001	9	LPN I	1,236	1,165	1,614		25	230	88.6%	1,395	**					88.6%	1,395*	88.6%	1,395*
160003	9	ACCOUNTING TECH I	1,365	1,165	1,614		37	70	94.2%	1,448	**					94.2%	1,448*	94.2%	1,448*
169007	9	ADMIN ASSISTANT I	1,342	1,165	1,614		**				8	1,324	71.1%	1,889	71.0%	1,889*	81.7%	1,663*	
201003	9	SECRETARY III	1,310	1,165	1,614		38	154	87.7%	1,493	**					87.7%	1,493*	87.7%	1,493*
201009	9	SECRETARY, LEGAL II	1,299	1,165	1,614		14	26	92.0%	1,411	**					92.1%	1,411*	92.1%	1,411*
203019	9	WORD PROCESS TECH	1,325	1,165	1,614		**				11	704	81.7%	1,622	81.7%	1,622*	79.6%	1,666*	
213006	9	DATA ENTRY SUPV II	1,466	1,165	1,614		7	8	75.7%	1,936	**					75.7%	1,936*	75.7%	1,936*
215004	9	PAYROLL TECHNICIAN	1,349	1,165	1,614		57	67	8.6%	1,540	**					87.6%	1,540*	87.6%	1,540*
355011	9	SPECIAL DUTY AIDE I	1,350	1,165	1,614		**				5	536	104.2%	1,295	104.2%	1,295*	98.5%	1,370*	
382105	9	CUSTODIAL SUPV I	1,444	1,165	1,614		44	86	49.8%	2,903	**					100.8%	1,433*	100.8%	1,433*
9222002	9	WAREHOUSE WORKER II	1,277	1,165	1,614		8	25	106.2%	1,202	**					106.2%	1,202*	106.2%	1,202*

* Indicates job match in one survey area only.

** Indicates no job match.

COMPA-RATIOS FOR GRADE 9

Approximately 802 Full-Time Employees in Grade 9 (Excluding University System)

80.4%

88.6%

88.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	State Gr.	Class Title	Mont. State Employees				Employers Within Montana				Twelve State Governments				Combined				
			Pay Structure		Actual Average	Range	Range	Participants		Comp. Org.	# of Engd.	Survey Wgt'd.	Survey Wgt'd.	Participants		Comp. Org.	# of Engd.	Survey Wgt'd.	Survey Wgt'd.
			Mont.	State				Participants	Comp. Org.		Actual Engd.	Market Salary		Participants	Comp. Org.		Actual Engd.	Market Salary	
020014	10	STATISTICAL TECH II	1,451	1,249	1,728	**		133	99.2%	1,436	4	47	89.8%	1,615	89.8%	1,615*	89.2%	1,625*	
079002	10	LPN II	1,424	1,249	1,728	17		65	84.3%	1,712	**				99.2%	1,436*	99.1%	1,436*	
160004	10	ACCOUNTING TECH II	1,443	1,249	1,728	36		93	102.2%	1,441	27	93	102.2%	1,441	84.3%	1,712*	84.3%	1,712*	
166014	10	PERSONNEL TECH II	1,516	1,249	1,728	**		14	102.3%	1,447	12	14	102.3%	1,447	102.3%	1,447*	102.3%	1,447*	
169008	10	SEC/ADMIN I	1,472	1,249	1,728	27		52	140.8%	1,029	10	1,130	76.1%	1,903	77.7%	1,865	77.5%	1,901	
213054	10	COMPUTER OPER TECH	1,480	1,249	1,728	**		9	140.8%	1,029	9	2,348	77.5%	1,866	77.5%	1,866*	70.3%	1,441*	
249023	10	LIBRARY TECH II	1,449	1,249	1,728	14		14	102.3%	1,447	14	14	102.3%	1,447	102.3%	1,447*	102.3%	1,447*	
372011	10	CORRECT'L OFCR II	1,446	1,249	1,728	**		10	140.8%	1,029	10	1,130	76.1%	1,903	77.7%	1,865	77.5%	1,901	
413005	10	BAND INSPECTOR SUPV I	1,551	1,249	1,728	**		8	29	66.1%	2,346	8	29	66.1%	2,346	66.1%	2,346*	70.3%	2,207*
899003	10	MAINT WRKR III	1,544	1,249	1,728	29		96	95.9%	1,610	**				95.9%	1,610*	95.9%	1,610*	

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMP-A-RATIOS OF JOB MATCHES FOR GRADE 10
 Approximately 676 Full-Time Employees in Grade 10 (Excluding University System)

101.6%

76.8%

91.0%

85.6%

STATE OF MONTANA
Salary Survey Results
January 1990

MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED TWELVE + MONT.			COMBINED FIVE + MONT.					
Class Number	Gr.	Class Title	Actual Average	Range Min	Range Max	# of Org.	# of Empl.	Comp. Actual Market	Survey Wgted. Salary	Comp. # of Org.	# of Empl.	Survey Wgted. Salary	Comp. Actual Market	Survey Wgted. Salary	Comp. Actual Market	Survey Wgted. Salary	
005023	11	DESIGN TECHNICIAN 11	1,522	1,341	1,853	**			8	1,019	65.8%	2,315*	65.8%	2,315*	81.3%	1,873*	
012040	11	OFFICE SYSTEMS TECH	1,470	1,341	1,853	6	6	83.0%	1,771	7	94	68.2%	2,155	69.0%	2,132	88.2%	1,667
018003	11	ENGINEERING TECH 1	1,382	1,341	1,853	10	31	89.9%	1,537	10	1,302	63.6%	2,174	64.0%	2,159	91.5%	1,511
020015	11	STATISTICIAN 1	1,676	1,341	1,853	**			11	104	88.6%	1,892	88.6%	1,892*	98.6%	1,700*	
029006	11	LABORATORY TECH 111	1,832	1,341	1,853	**			8	122	105.9%	1,730	105.9%	1,730	123.8%	1,480*	
041032	11	MICROBIOLOGIST 1	1,507	1,341	1,853	**			9	21	83.7%	1,800*	83.7%	1,800*	85.8%	1,756*	
160013	11	ACCOUNTING SPEC 1	1,604	1,341	1,853	7	20	89.0%	1,815	12	513	88.4%	1,815	88.4%	1,815	91.7%	1,750
168084	11	DRIVERS SRVCS SPEC	1,577	1,341	1,853	**			9	598	90.8%	1,736	90.8%	1,736*	95.8%	1,647*	
191010	11	RIGHT/WAY AGENT 11	1,563	1,341	1,853	**			11	127	67.1%	2,329	67.1%	2,329*	74.6%	2,097*	
195081	11	ELIGIBILITY TECH 11	1,588	1,341	1,853	**			9	2,565	88.8%	1,788	88.8%	1,788*	82.6%	1,922*	
201005	11	SECRETARY/ADM 11	1,683	1,341	1,853	26	1,782	98.0%	1,717	**			98.0%	1,717*	98.0%	1,717*	
213046	11	COMPUTER OPER 11	1,331	1,341	1,853	12	27	88.8%	1,499	**			88.8%	1,499*	88.8%	1,499*	

* Indicates job match in one survey area only.
 ** Indicates no job match.

AVERAGE COMP-RATIOS OF JOB MATCHES FOR GRADE 11
 Approximately 716 Full-Time Employees in Grade 11 (Excluding University System)

89.7% 79.7% 81.8% 90.9%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED				COMBINED				
			Pay Structure		Actual Average	Range Min	Range Max	Participants		Comp.		Survey Wgted.		Participants		Comp.		Survey Wgted.		Compa Actual		Survey Wgted.	
			# of Org.	# of Empl.				# of Actual	Market	Salary	# of Org.	# of Empl.	Market	Salary	# of Org.	# of Empl.	Market	Salary	# of Org.	# of Empl.	Market	Salary	
005014	12	CIVIL ENGINEERING SPEC	1,413	1,442	1,994	6	14	68.2%	2,072	**	8	1,032	79.2%	2,132	68.2%	2,072*	68.2%	2,072*	79.2%	2,132	89.0%	1,898	
005024	12	DESIGNER I	1,689	1,442	1,994	1	2	87.8%	1,923	**	11	98	76.5%	2,086	76.5%	2,086*	78.5%	2,086*	78.5%	2,086	78.5%	2,086*	
022013	12	CHEMIST II	1,595	1,442	1,994	**																	
075001	12	NURSE PROF I	1,633	1,442	1,994	24	980	74.5%	2,192	**	11	98	76.5%	2,086	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	74.5%	2,192*	
079034	12	MEDICAL RECORDS A	1,808	1,442	1,994	15	15	90.6%	1,996	**	11	119	71.4%	2,475	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	90.6%	1,996*	
100024	12	LIBRARIAN I	1,768	1,442	1,994	15	33	92.1%	1,919	11	11	119	71.4%	2,475	74.8%	2,364	89.3%	1,981	74.8%	2,364	89.3%	1,981	
160014	12	ACCOUNTING SPEC II	1,677	1,442	1,994	16	29	83.9%	1,999	11	11	763	76.8%	2,182	77.1%	2,175	82.1%	2,043	77.1%	2,175	82.1%	2,043	
160075	12	AUDITOR II	1,672	1,442	1,994	**																	
166003	12	EMPLOYMENT SRVCS	1,677	1,442	1,994	**																	
169010	12	ADMIN ASSISTANT IV	1,765	1,442	1,994	**																	
195082	12	ELIGIBILITY TECH SUPV	1,803	1,442	1,994	**																	
241212	12	UI CLAIMS SPEC I	1,655	1,442	1,994	**																	
413016	12	WILDLIFE AREA MGR I	1,972	1,442	1,994	**																	
899005	12	MAINTENANCE SUPV I	1,833	1,442	1,994	43	52	95.8%	1,913	**	10	131	98.5%	2,002	98.5%	2,002*	104.4%	1,913*	95.8%	1,913*	95.8%	1,913*	

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 12
 Approximately 856 Full-Time Employees in Grade 12 (Excluding University System)

85.8%

79.7%

80.9%

87.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.			
			Actual Average	Range Min	Range Max	Pay Structure	Participants	# of Org.	# of Empl.	Survey Wgt'd. Market Salary	Participants	# of Org.	# of Empl.	Survey Wgt'd. Market Salary	Participants	Actual Market	Survey Wgt'd. Market	Compa. Actual Market	Survey Wgt'd. Market Salary	Compa. Actual Market	Survey Wgt'd. Market	
005015	13	CIVIL ENGINEERING SPEC	1,659	1,553	2,148		9	21	63.3%	2,622	11	534	65.4%	2,537	65.3%	2,540	71.5%	2,319				
012008	13	PROGRAM/ANALYST 1	1,618	1,553	2,148		10	14	90.5%	1,787	11	411	68.7%	2,354	69.3%	2,335	81.8%	1,978				
018005	13	ENGINEERING TECH 11	1,979	1,553	2,148		**				11	871	79.4%	2,492	79.4%	2,492*	91.0%	2,174*				
040013	13	FORESTER 11	1,895	1,553	2,148		**				10	278	80.4%	2,357	80.4%	2,357*	79.7%	2,377*				
045011	13	VOCATIONAL REHAB COIN	1,707	1,553	2,148		**				10	232	86.3%	1,978	86.3%	1,978*	85.7%	1,993*				
075002	13	NURSE PROF 11	1,996	1,553	2,148		20	420	93.6%	2,133	10	399	88.6%	2,252	91.1%	2,191	93.8%	2,128				
078007	13	RADLCL TECHNLST 111	1,256	1,553	2,148		16	46	66.8%	1,879	9	24	54.4%	2,308	62.0%	2,026	66.8%	1,879				
102002	13	CURATOR 1	1,711	1,553	2,148		**				10	45	103.4%	1,655	103.4%	1,655*	100.5%	1,702*				
132002	13	EDITOR 11	2,117	1,553	2,148		**				10	107	89.6%	2,363	89.6%	2,363*	96.7%	2,191*				
160015	13	ACCOUNTING SPEC 111	1,854	1,553	2,148		20	31	8.9%	2,110	12	443	66.6%	2,783	67.7%	2,739	76.2%	2,433				
166058	13	PERSONNEL SPEC 11	1,790	1,553	2,148		**				12	201	70.8%	2,529	70.8%	2,529*	130.4%	1,437*				
195017	13	PROBATION/PAROLE	1,787	1,553	2,148		**				11	636	82.3%	2,171	82.3%	2,171*	86.9%	2,060*				
199058	13	RESEARCH SPEC 11	1,759	1,553	2,148		**				7	140	72.1%	2,438	72.2%	2,438*	82.4%	2,170*				
213047	13	COMPUTER OPER 111	1,862	1,553	2,148		7	11	105.7%	1,761	**											
379005	13	FISH & GAME WARDEN 1	1,604	1,553	2,148		**				11	627	67.4%	2,379	67.4%	2,379*	105.7%	1,761*				
431006	13	FISH HATCHERY SUPV 1	2,049	1,553	2,148		**				12	83	86.0%	2,383	86.0%	2,383*	77.4%	2,071*				
823006	13	COMMUNICATIONS TE	1,738	1,553	2,148		**				8	136	70.0%	2,483	70.0%	2,483*	89.5%	2,290*				

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA RATIOS OF JOB MATCHES FOR GRADE 13

Approximately 924 Full-Time Employees in Grade 13 (Excluding University System)

83.3%

86.1%

84.0%

78.3%

84.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED FIVE + MONT. *			
			Actual	Average	Range Min	Range Max	Participants	Comp.	# of Org.	# of Empl.	Survey Wgt'd.	Actual Market	Survey Wgt'd.	Actual Market	Survey Wgt'd.	Actual Market	Survey Wgt'd.	
001006	14	ARCHITECT II	1,793	1,693	2,344	**	21	71.3%	2,727	7	41	58.7%	3,056	58.7%	3,056*	67.1%	2,671*	
005016	14	CIVIL ENGINEERING SPEC	1,945	1,693	2,344	11	**			702	74.1%	2,927	71.3%	2,727*	71.3%	2,727*		
005026	14	DESIGNER II	2,168	1,693	2,344	**				72	62.9%	2,886	62.9%	2,927*	81.2%	2,672*		
024013	14	HYDROLOGIST	1,815	1,693	2,344	**				8	320	73.1%	2,599	73.1%	2,599*	68.5%	2,651*	
029023	14	ENVIRONMENTAL SPEC	1,901	1,693	2,344	**				11	259	83.8%	2,510	83.8%	2,510*	74.3%	2,559*	
041056	14	FISH/W/LIFE BIOLOGIS	2,104	1,693	2,344	**				11						91.2%	2,306*	
045014	14	GUIDANCE COUNSELOR	1,826	1,693	2,344	3	10	69.6%	2,625	**						69.6%	2,625*	
045040	14	REHAB COUNSELOR SUPV	2,165	1,693	2,344	**				10	142	78.5%	2,760	78.5%	2,757*	86.5%	2,503*	
078008	14	MEICAL TECHNLST	2,190	1,693	2,344	14	61	102.5%	2,137	11	101	97.1%	2,255	99.1%	2,211	102.8%	2,132	
160016	14	ACCOUNTANT I	1,958	1,693	2,344	24	52	93.8%	2,086	**						93.8%	2,086*	
166026	14	EMPLOYMENT MGR I	2,236	1,693	2,344	**				12	92	86.3%	2,592	86.3%	2,592*	89.2%	2,505*	
168031	14	HLTH CARE FCLTY SR	1,842	1,693	2,344	**				10	182	79.7%	2,311	79.7%	2,311*	77.8%	2,366*	
168098	14	BUILDING CODES INSP	1,934	1,693	2,344	6	12	102.8%	1,881	8	60	84.1%	2,299	86.7%	2,229	97.0%	1,993	
169012	14	ADMIN OFFICER II	2,055	1,693	2,344	19	31	94.8%	2,167	7	558	75.6%	2,717	76.5%	2,688	97.2%	2,114	
191012	14	RIGHT/WAY AGENT IV	1,589	1,693	2,344	**				10	83	54.3%	2,924	54.3%	2,924*	58.6%	2,710*	
195114	14	SOCIAL WORKER, COM	1,872	1,693	2,344	**				10	1,988	84.6%	2,211	84.6%	2,211*	82.5%	2,269*	
196002	14	PILOT II	2,084	1,693	2,344	1	70	99.2%	2,100	11	35	77.0%	2,705	90.5%	2,302	94.6%	2,202	
375014	14	HVY PAT OFFCR II	2,122	1,693	2,344	**				10	2,575	84.2%	2,520	84.2%	2,520*	90.5%	2,345*	
378006	14	EMERGENCY MGMT SPEC II	2,007	1,693	2,344	**				11	41	88.7%	2,263	88.7%	2,263*	108.9%	1,843*	

* Indicates job match in one survey area only.
 ** Indicates no job match.

AVERAGE COMPARATIVES OF JOB MATCHES FOR GRADE 14
 Approximately 989 Full-Time Employees in Grade 14 (Excluding University System)

89.9%

84.3%

77.7%

77.8%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Class Title	MONT. STATE EMPLOYEES			EMPLOYERS WITHIN MONTANA			TWELVE STATE GOVERNMENTS			COMBINED TWELVE + MONT.			
		Actual Average	Range Min	Range Max	Participants	Comp. # of Org. Engl.	Survey Wgted. Market Salary	Participants	# of Org. Engl.	Comp. Actual Market	Survey Wgted. Market Salary	Participants	Comp. Actual Market	Survey Wgted. Market Salary
005017 15	CIVIL ENGINEERING SPEC	2,303	1,838	2,547	7	17	76.8%	2,998	**	318	70.4%	3,223	76.8%	2,998*
005054 15	ENVIRONMENTAL ENGINEER	2,268	1,838	2,547	**					835	79.8%	2,925	72.1%	3,147*
012010 15	PROGRAM/ANALYST 111	2,324	1,838	2,547	17	35	98.5%	2,369	11	100	67.5%	3,243	80.4%	2,677
029019 15	FORENSIC SCIENTIST	2,187	1,838	2,547	**					10	67.5%	3,243	67.5%	2,876*
040015 15	FORESTRY PRGRM OFFCR	2,423	1,838	2,547	**					9	64	86.1%	2,815	88.6%
075019 15	NURSE/PUB HLTH CNS	1,984	1,838	2,547	**					7	70	76.7%	2,586	94.1%
079056 15	HEALTH SRVCS PRGR	2,354	1,838	2,547	**					8	125	88.0%	2,675	87.6%
110002 15	LAWYER 11	1,974	1,838	2,547	12	24	85.7%	2,303	11	366	53.5%	3,691	54.8%	2,588
160017 15	ACCOUNTANT 11	2,177	1,838	2,547	18	32	84.7%	2,570	**				84.7%	2,570*
160114 15	BANK EXAMINER 111	2,271	1,838	2,547	**					11	37	76.7%	2,960	81.7%
161165 15	MANAGEMENT ANALYST	2,264	1,838	2,547	**					11	174	85.7%	2,661	91.5%
165007 15	INFORMATION OFFCR	2,347	1,838	2,547	**					12	184	92.3%	2,542	101.5%
166064 15	PERSONNEL OFFCR 1	2,253	1,838	2,547	26	29	98.8%	2,269	12	89	86.7%	2,588	89.4%	2,355
182005 15	FIELD PROJECT MGR	2,453	1,838	2,547	**					5	170	91.8%	2,673	88.7%
191008 15	REVIEW APPRAISER	2,039	1,838	2,547	**					9	34	70.1%	2,909	70.4%
195115 15	COMMUNITY SOC WRK	2,224	1,838	2,547	**					11	578	84.9%	2,619	80.0%
199009 15	PLANNER V	2,256	1,838	2,547	6	7	105.5%	2,119	7	81	74.3%	3,010	76.1%	2,345
375004 15	HWY PATROL LIEUT	2,461	1,838	2,547	**					10	192	67.9%	3,626	67.9%
														72.7%

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPARE RATIOS OF JOB MATCHES FOR GRADE 15
Approximately 643 Full-Time Employees in Grade 15 (Excluding University System)

90.7% 77.2% 77.9% 84.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.				
		Pay Structure		Actual	Average	Range Min	Range Max	Participants		Survey Wgted.	Comp. Actual	# of Participants	# of # of	Survey Wgted.	Comp. Actual	Market	Survey Wgted.	Comp. Actual	Market	Survey Wgted.	Comp. Actual	Market
		Participants	Comp.					Survey Wgted.	Comp.					Survey Wgted.	Comp.	Actual	Market	Survey Wgted.	Comp.	Actual	Market	
005018	16 CIVIL ENGINEERING SPEC	2,749	2,004	2,776	9	31	73.9%	3,725	11	570	73.9%	3,719	73.9%	3,719	86.3%	3,184	86.3%	3,326	86.8%	3,040		
020057	16 SOFTWARE SPEC 111	2,640	2,004	2,776	5	12	98.4%	2,683	11	161	78.2%	3,374	79.4%	3,374	79.4%	3,077*	79.9%	3,176*	77.4%	3,176*		
029035	16 ENVIRONMENTAL PRGR	2,459	2,004	2,776	**				9	146	77.4%	3,176	77.4%	3,176	77.4%	3,077*	79.9%	3,077*	79.9%	3,077*		
041061	16 FISH/W/LIFE REG MGR	2,667	2,004	2,776	**				11	116	86.1%	3,098	86.1%	3,098	86.1%	3,098*	92.3%	2,891*	92.3%	2,891*		
050005	16 ECONOMIST 111	2,341	2,004	2,776	**				9	33	76.4%	3,066	76.4%	3,066	76.4%	3,066*	81.0%	2,892*	81.0%	2,892*		
075013	16 NURSE EXCEPTION	2,564	2,004	2,776	**				7	139	90.7%	2,826	90.7%	2,826	90.7%	2,826*	89.4%	2,869*	89.4%	2,869*		
099042	16 EDUCATION PRGRM REP	2,419	2,004	2,776	**				7	301	75.2%	3,218	75.2%	3,218	75.2%	3,218*	80.3%	3,012*	80.3%	3,012*		
160018	16 ACCOUNTANT 111	2,485	2,004	2,776	20	46	81.2%	3,061	**								81.2%	3,061*	81.2%	3,061*		
161008	16 BUDGET ANALYST EXE	2,251	2,004	2,776	**				1	95	67.3%	3,346	67.3%	3,346	67.3%	3,346*	79.8%	2,822*	79.8%	2,822*		
192066	16 HUMAN SRVCS MGR 1	2,567	2,004	2,776	**				8	236	101.5%	2,528	101.5%	2,528	101.5%	2,528*	109.0%	2,356*	109.0%	2,356*		
199045	16 PLANNING MGR 1	2,573	2,004	2,776	**				7	29	73.7%	3,490	73.7%	3,490	73.7%	3,490*	88.2%	2,917*	88.2%	2,917*		
199072	16 TELECOM SYS ANLYS	2,450	2,004	2,776	**				9	17	91.6%	2,674	91.6%	2,674	91.6%	2,674*	93.5%	2,622*	93.5%	2,622*		
379009	16 FISH & GAME WARDEN	2,730	2,004	2,776	**				10	94	89.0%	3,066	89.0%	3,066	89.0%	3,066*	102.9%	2,653*	102.9%	2,653*		

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMP-A-RATIOS OF JOB MATCHES FOR GRADE 16

Approximately 247 Full-Time Employees in Grade 16 (Excluding University System)

83.1%

88.5%

80.9%

81.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Gr.	Class Title	MONT. STATE EMPLOYEES				EMPLOYERS WITHIN MONTANA				TWELVE STATE GOVERNMENTS				COMBINED TWELVE + MONT.				COMBINED FIVE + MONT.						
			Pay Structure		Actual	Range	Min	Max	Participants	Comp.	Survey	Actual	# of	Actual	Survey	Actual	Survey	Wgtd.	Survey	Actual	Market	Wgtd.	Survey	Actual	Market
			Actual	Average	Range	Min	Max	Org.	Empl.	Market	Salary	Wgtd.	Org.	Empl.	Market	Wgtd.	Org.	Salary	Wgtd.	Org.	Salary	Wgtd.	Org.	Salary	
040046	17	RESOURCE PRGRM MGR	2,748	2,185	3,022				**			9	150	87.9%	3,126	87.9%	3,126*	69.4%	3,960*						
045117	17	PSYCHOLOGIST	2,558	2,185	3,022				**			11	119	75.7%	3,381	75.7%	3,381*	88.8%	2,881*						
075026	17	NURSING SRVCS MGR	3,139	2,185	3,022				31	78	126.9%	2,473	11	99	114.7%	2,737	119.8%	2,621	125.2%	2,507					
110003	17	LAWYER 111	2,458	2,185	3,022				9	11	92.3%	2,664	7	117	80.5%	3,054	81.4%	3,020	79.1%	3,076					
160108	17	ACCOUNTING/FS MGR	2,854	2,185	3,022				44	47	97.8%	2,981	12	136	83.4%	3,421	86.7%	3,292	93.6%	3,049					
169014	17	ADMIN OFFICER V	2,718	2,185	3,022				11	36	119.5%	2,275	5	173	74.5%	3,648	79.7%	3,411	112.3%	2,420					
169176	17	DATA PROCESS MGR 111	2,905	2,185	3,022				18	33	111.2%	2,613	12	82	72.2%	4,026	80.2%	3,621	89.0%	3,265					

* Indicates job match in one survey area only.

** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADE 17
 Approximately 234 Full-Time Employees in Grade 17 (Excluding University System)

108.7%

82.8%

94.0%

STATE OF MONTANA
Salary Survey Results
January 1990

Class Number	Class Title	MONT. STATE EMPLOYEES						EMPLOYERS WITHIN MONTANA						TWELVE STATE GOVERNMENTS						COMBINED								
		Pay Structure			Participants			Comp.			Survey			Participants			Comp.			Survey			Participants					
		Actual	Range	Range Max	# of Org.	# of Empl.	Actual Market	Survey Wgted.	Survey Wgted.	Actual	Market	Survey Wgted.	Survey Wgted.	Actual	Market	Survey Wgted.	Survey Wgted.	Actual	Market	Survey Wgted.	Survey Wgted.	Actual	Market	Survey Wgted.	Survey Wgted.			
188053	22 ADM. TREATMENT SER	4,006	3,401	4,228	**			8	7	74.4%	5,386	74.4%	5,386*	79.2%	5,055*													
188052	21 ADMIN PROPERTY	4,057	3,110	3,950	**			8	6	101.7%	3,989	101.7%	3,989*	112.6%	3,604*													
188049	21 CAREER EXECUTIVE A	3,864	3,110	3,950	**			11	10	83.4%	4,635	83.4%	4,635*	91.6%	4,220*													
188048	20 CAREER EXECUTIVE A	3,652	2,846	3,691	**			7	7	91.6%	3,987	91.6%	3,987*	97.3%	3,752*													
072002	19 DENTIST I	3,093	2,606	3,453	**			9	56	65.9%	4,691	65.9%	4,691*	65.5%	4,722*													
073006	19 DIST VET LVSTK INSP	3,112	2,606	3,453	**			7	20	97.5%	3,193	97.5%	3,193*	109.1%	2,853*													
188047	19 CAREER EXECUTIVE A	3,383	2,606	3,453	**			7	7	81.8%	4,138	81.8%	4,138*	96.1%	3,520*													
187023	19 SUPER INST	3,153	2,606	3,453	**			9	62	96.9%	3,255	96.9%	3,255*	78.3%	4,026*													
005020	18 CIVIL ENGINEERING M	3,360	2,385	3,295	**			11	337	83.5%	4,022	83.5%	4,022*	93.8%	3,582*													
188045	18 ADM GENERAL SRV	2,574	2,385	3,296	**			8	7	54.9%	4,687	54.9%	4,687*	56.9%	4,687*													
188046	18 CAREER EXECUTIVE A	3,057	2,385	3,295	**			11	28	93.4%	3,274	93.4%	3,274*	101.9%	2,998*													

* Indicates match in one survey area only.
 ** Indicates no job match.

AVERAGE COMPA-RATIOS OF JOB MATCHES FOR GRADES 18 - 21
 Approximately 238 Full-Time Employees in Grades 18-21 (Excluding University System)

0% 82.4% 82.4% 92.5%

